

City of Rocklin Benefits Summary
Public Service Employees (AFSCME Local 146)
Term of MOU: 02/01/05 – 01/31/08

Benefit	Employee Cost	City Cost
Bereavement Leave Each employee is eligible for up to three (3) working days of bereavement leave following the death of a relative or domestic partner. An additional two (2) days allowed charged to sick leave.	None	Paid leave for up to three (3) days. Subject to PERS contribution.
Compensatory Time Off (CTO) Non FLSA-exempt employees may choose to accrue CTO in lieu of receiving pay for overtime hours worked at the rate of time and a half. Overtime worked that is eligible for double-time pay may not be accrued as CTO. Exempt employees may choose to accrue CTO at the rate of straight time worked. Maximum accrual balance for non-exempt employees is 84 hours, and for exempt is 96 hours, and once per year the entire balance is paid out.	None	Paid leave in lieu of overtime payment. Subject to PERS contribution.
Deferred Compensation The City contributes up to \$100 per month in matching funds for employees who participate in a City-sponsored deferred compensation program.	Enrollment optional	Up to \$100 match per month
Dental Insurance The City pays the full cost of coverage for employee and dependents in the self-funded dental plan.	None	Monthly allocation (including \$5.00 administration fee): \$38.33 employee \$91.18 employee + dependents
Education Incentive If degree is not used to meet minimum requirements for the position, eligible for: AA/AS \$75/month BA/BS \$125/month MA/MS \$150	None	\$75-\$150 per month if eligible. Subject to PERS contribution.
Employee Assistance Plan The City pays the full cost of coverage for all full-time employees and dependents this plan, which provides confidential counseling and other services.	None	\$3 per month
Flexible Spending Plan The City will make available this plan pursuant to IRS Section 125. Allows payroll deduction of pre-tax dollars for health care expenses (up to \$4,000/year) and dependent care expenses (up to \$5,000/year).	Enrollment optional. \$4.70 (health care) and/or \$4.25 (dependent care) per month admin fee paid by employee.	None
Health Insurance A variety of HMO and PPO plans available through CalPERS. City contributes up to \$933.34 per month for calendar year 2006 for active employees and their dependents. Retiree medical insurance coverage also available (contribution amount based on a variety of factors).	Any premium amount over the City's contribution	Up to \$933.34 allocation per month, based on lowest cost HMO available through CalPERS, family coverage plus \$10.

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Holidays The City recognizes 10 fixed holidays each year. In addition, two floating holidays are granted to each employee (no carry over from year to year). The City may schedule a voluntary work furlough between Christmas and New Years holidays.	None	Paid holidays (12 total). Subject to PERS contribution.
Life Insurance The City pays the full cost for \$50,000 life and accidental death and dismemberment coverage for the employee only.	None	\$10.50 per month
Longevity Pay Eligible after years of service with City as follows: 7 years 2.5% of base pay 10 years 5% of base pay 15 years 7.5% of base pay	None	2.5% - 7.5% of base pay. Subject to PERS contribution.
Long Term Disability The City pays the full cost of long term disability coverage. There is a 90 day waiting period for benefit, which is up to 60% of current base salary.	None	\$11.55 per month allocation. Actual premium is .41 per \$100 salary.
Out-of-Class Pay Approved assignments to a higher classification for at least ten consecutive work days qualify employee to receive 5% of base pay for all hours worked in the acting assignment. Such pay shall be a minimum of step A but no more than step E of the higher class. Does not apply to paid but not worked hours (PTO, sick leave)	None	5% of base (or at least step A of higher class, whichever is more) for all hours worked in approved assignment. Not to exceed step E of the higher class. Subject to PERS contribution.
Retirement – State of California Public Employees' Retirement System (PERS) The City maintains membership with PERS, with a 2% @ 55 calculation for miscellaneous employees. Special contract provisions: Credit for Unused Sick Leave; also 1959 Survivors Benefit Fourth Option and One Year Final Compensation.	Employee pays \$2 per month for 1959 Survivor	City picks up the employee's contribution (7% for Misc.) City's employer contribution for fiscal year 05/06 is 10.876% for Misc.
Safety Shoes and Glasses Employees in designated classifications receive \$200 per year for the purchase of safety shoes. Employees who need prescription safety glasses will be reimbursed up to \$275 of the cost of initial purchase of glasses if the vision insurance plan will not cover it. Reimbursement for damaged glasses under certain circumstances.	Employee pays costs over allocation	\$200 per year for safety shoes and up to \$275 for initial purchase of safety glasses, and reimbursement for damaged glasses under certain circumstances.
Shift Differential Pay Shift differential of 6% of base pay for all hours worked during shift as follows: If one half or more of regularly scheduled work hours fall between times of 6:00 pm and 6:00 am	None	6% of base pay for all hours worked during a qualifying shift. Subject to PERS contribution.

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Sick Leave Full time employees accrue 96 hours (12 days) sick leave per year. Six month waiting period to use sick leave. There are no accrual limits. Upon termination of employment with five years of service partial buyout (cashout) of sick leave accrual. Upon retirement all hours are converted to service credit.	None	Paid leave for up to 96 hours (12 days) per year. Subject to PERS contribution.
Social Security The City does not participate in the Social Security portion of FICA, but does participate in the mandatory Medicare portion (for employees hired after 03/31/86).	1.45% tax for Medicare only	1.45% tax for Medicare only
State Disability Insurance The City contributes the premium/tax for the State Disability Insurance (SDI) program offered through the State of California Employment Development Department (EDD). Premium also provides coverage under the new paid family medical leave program. Seven day waiting period for benefits. Benefit is integrated with paid leave through the City payroll.	None	City pays .8% tax on behalf of employee until employee reaches annual maximum taxable salary (currently \$79,418)
Tool Allowance Employees in the Equipment Mechanic classifications receive a tool allowance of \$450 per fiscal year for the purchase, upgrade, and maintenance of required tools. Reimbursement for theft and catastrophic loss is available.	None	\$450 per year, plus reimbursement for theft or catastrophic loss, within MOU guidelines.
Tuition Reimbursement Employees eligible for tuition and related expense reimbursement for completing approved coursework at an accredited college level institution. Tuition, required textbook and supplies, parking permits, and other related expenses qualify. The maximum amount eligible for reimbursement is \$750 per calendar year.	Tuition and expenses over the City's maximum reimbursement amount.	Up to \$750 per calendar year
Uniforms The City provides work uniforms and the laundering of uniforms for certain classifications. The City also provides one winter jacket (employee responsible for maintenance) during the second year of the current MOU. In addition to provision of uniforms, Fire Inspector receives \$33.33/month laundry allowance.	Employee pays costs for laundering/ maintaining the winter jacket.	City pays for uniform and laundering of uniform. Fire Inspector receives \$33.33/month laundry allowance. All laundering costs are subject to PERS contribution.

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<p>Vacation Employee is not eligible to use vacation leave until he/she reaches permanent status (has successfully completed 12 months of service). Accrual schedule:</p> <table> <tr> <th>Year</th><th>Days/year</th><th>Max Accrual</th></tr> <tr><td>1</td><td>12</td><td>200 hours</td></tr> <tr><td>2</td><td>13</td><td>200 hours</td></tr> <tr><td>3</td><td>14</td><td>200 hours</td></tr> <tr><td>4</td><td>15</td><td>200 hours</td></tr> <tr><td>5</td><td>17</td><td>200 hours</td></tr> <tr><td>10</td><td>20</td><td>220 hours</td></tr> <tr><td>15</td><td>22</td><td>240 hours</td></tr> <tr><td>20+</td><td>24</td><td>280 hours</td></tr> </table>	Year	Days/year	Max Accrual	1	12	200 hours	2	13	200 hours	3	14	200 hours	4	15	200 hours	5	17	200 hours	10	20	220 hours	15	22	240 hours	20+	24	280 hours	<p>None</p>	<p>Paid leave varies by years of service. Subject to PERS contribution.</p>
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<p>Vision Insurance The City pays the full cost of coverage for employee and dependents in the self-funded vision plan.</p>	<p>None</p>	<p>Monthly allocation including \$2.00 administration fee: \$9.82/mo. employee only \$17.53 employee plus one \$22.01 employee plus family</p>																											